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Dr. C. Peter Jones
84 Fowlmere Road
Heydon
Hertfordshire SG8 8PU

BY REGISTERED MAIL

YOUR REF

OUR REF : [redacted]

19th February 2002

Dear Dr. Jones;

Re: **US Patent Application No.** [redacted]
Entitled [redacted]

My firm acts for Whatman plc in connection with patent matters.

As you know, a patent application was filed for an invention entitled [redacted] made during your employment by Cambridge Molecular Technologies Limited, which is now Whatman Bioscience Limited, part of the Whatman plc group of companies.

I enclose a copy of the published specification of International patent application [redacted] [redacted] for your information. This International patent application designates amongst other countries the USA. As you may be aware, in the USA only the inventor or inventors jointly may apply for a patent (although the application is usually subject to a confirmatory assignment to the inventors' employer).

A US application has been filed on the basis of the International application and I understand that our client has asked you to complete the necessary formalities by signing various documents for filing at the US Patent and Trademark Office.

I am writing to urge you to sign these documents and to return them to me as soon as possible. I enclose further copies for this purpose together with a stamped addressed envelope. The other inventors signed their copies of these documents some time ago.

I would point out that you have nothing to gain from declining to sign these documents, they are simply a formal legal requirement of the US patent law. The Oath and Declaration is part of the formal application procedure and the assignment merely confirms ownership of your contribution to the invention. Your contribution to the invention is (and always was) the property of your former employer.

The rights in the invention belong to Whatman Bioscience Limited, both by virtue of clause 14.2 of your Service Agreement of 6th April 1995 and by virtue of sections 39 and 43 Patents Act 1977. We enclose, for your information, a copy of the Service Agreement and the relevant sections of the UK Patents Act. Furthermore, in signing the Service Agreement, you obliged yourself to sign whatever documents are necessary for the filing of patent applications (see clause 14.3) whenever required.

My client has absolutely no wish to resort to the courts to enforce these obligations but may be forced by circumstances to do so unless these forms are returned, signed, to us in the next 14 days. Please do not hesitate to telephone me if you have any questions or concerns about signing these documents

Yours sincerely,


Huw G. Hallybore

Encl:

Dr. Peter Jones
84 Fowlmere Road, Heydon, Cambridgeshire, UK SG8 8PU

Tel: 01763 838086
Fax: 01763 837180

8th March 2002

Mr Hew Hallybone,
Carpmaels & Ransford,
40 Bloomsbury Square,
London WC1A 2RA

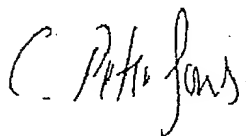
Dear Mr Hallybone,

Re your letter regarding US Patent application for Whatman plc.

I believe you do not have all the facts in relation to my employment with Cambridge Molecular. When I left Cambridge Molecular I did so under the terms of a compromise agreement, terms of which included that the previous employment contract was set aside and the recognition that I had been unfairly dismissed. It was however anticipated that there would be further Patent applications which were a result of inventions that I made whilst I was at Cambridge Molecular. These applications may, at some point in the future, require my signature. To cover this eventuality we agreed that I should hand over power of attorney to Cambridge Molecular or its successor to enable these applications to proceed. This was done with the expressed purpose of a) not hindering any further applications b) not to further trouble me with these matters in the future. The latter was particularly important to me because I did not wish to have anything further to do with Cambridge Molecular as I have been deeply troubled by the whole business.

The compromise agreement was a final settlement for which a fee was agreed and this drew the matter to a conclusion. It did not provide for continued obligations and it gave me the necessary peace from persecution to put events behind me and enable me to rebuild my career. I believe that adequate provision has been made for you to further prosecute the Patent application and hope this description will help you with the application.

Yours sincerely,



Dr. C. Peter Jones

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Dr. Peter Jones
84 Fowlmere Road
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SG8 8PU

BY REGISTERED MAIL

YOUR REF

OUR REF [redacted]

29th April 2002

Dear Dr. Jones,

Re: **US Patent Application No.** [redacted]
Entitled [redacted]

Thank you very much for your letter of 8th March 2002 and, in the circumstances, for providing me with a full explanation of your position.

I am sorry to hear that you have been deeply troubled by the whole business. You will appreciate that I am a third party to the whole affair!

I have, of course, reported your views to my client Whatman, Inc. They have now provided me with a copy of the compromise agreement.

I am sorry to say that I do not think the compromise agreement relieves you of your obligations to sign the documents enclosed with my letter of 19th February 2002. It does not seem to me to contain any power for any individual to sign patent-related documents on your behalf (even if that were completely acceptable in the US which is, I am advised, doubtful). Indeed, the references to the Company undertaking to name you as an inventor on a number of applications (including the present) at clause 15, to me, confirms the agreed necessity for you to sign documents for applications to be made in your name in the USA.

I clearly understand from your letter that you were aggrieved by the circumstances of your leaving Cambridge Molecular and your resulting desire not to co-operate with them including a desire not to reawaken memories of a difficult time. However, to be honest, I do not think that I am asking very much of you to provide signatures on two documents and notwithstanding whatever the terms of the agreements, I would like to ask you just one more time to sign these letters and return them to me, if only as a courtesy to me to assist me in my work in this matter. This will simply and cleanly deal with the matter.

I look forward to hearing from you. I enclose a stamped addressed envelope for your reply together with further copies of the documents which require signature. Please let me have the signed documents or your further response within 14 days of the date of this letter.

Yours sincerely,


Huw G. Hallybone

Encl: